

President's High Growth Job Training Initiative

Mississippi Hospital Association

Grant Amount: \$500,000

Grantee: Mississippi Hospital Association Health Research & Educational Foundation

Region: Mississippi, statewide

Key Partners: Workforce Investment Network represented by the Mississippi Governor's Office, MS Department of Employment Security, Rush Foundation Hospital, MS Board of Nursing, MS State Department of Health, MS State Board of Junior and Community Colleges, MS Department of Education, MS Council of Directors of Practical Nursing Programs, MS Department of Employment Security, and others.

Leveraged Resources: \$541,666

Target Occupations and Care Settings: Licensed Practical Nurses in facility-based centers

Challenge: Challenges for the long-term care industry include a shortage of human capital, competition with other industries, lack of adequate geriatric care training and continuing education opportunities in LTC facilities, high turnover, negative perception of careers in long-term care, and an aging nursing workforce. As a result, there is difficulty in recruiting and retaining nursing candidates. The demand for qualified workers is expanding rapidly due to the growth of the geriatric population and complex health concerns.

Addressing the Challenge: The Long Term Care Workforce Initiative is a key example of community college preparation of individuals for jobs with well-established career ladders, from CNAs to RNs. The LTC Initiative will be piloted in the central part of the state at two sites and patterned after the Mississippi High School Nurse Academy Model. This LTC Initiative will include recruitment of high school students into dual enrollment practical nurse programs with incremental certification as a CNA, recruitment into LTC jobs, and accelerated career paths for advanced education. To improve transition of students into LTC practice, the LTC Initiative will implement structured transition program for new graduate LPNs and train RN preceptors and LPN mentors. The program will be adapted to meet the needs of the long-term care environment, which include adequate training in geriatrics and an emphasis on the increased acute health conditions of residents. The Initiative will administer needs assessment to staff to identify career goals, offer customized continuing education and training opportunities, and offer tuition reimbursement for advanced education for CNAs, LPNs, and RNs.

Projected Outcomes:

- 300 students will enter LPN program
- 150 students will access the Virtual Student Navigator website
- Increase educational opportunities by 50 percent and offer tuition reimbursement
- Increase online education opportunities by 100 percent

eta

EMPLOYMENT AND TRAINING ADMINISTRATION
UNITED STATES DEPARTMENT OF LABOR

www.doleta.gov/BRG/JobTrainInitiative

June 26, 2007